



Thomas A. Schweich
Missouri State Auditor

CITIZENS SUMMARY

Findings in the audit of the Department of Conservation

Salary Increases	The Missouri Department of Conservation (MDC) provided pay raises not provided to other state employees. In July 2012, most state employees earning less than \$70,000 per year were granted a 2 percent cost of living adjustment and were authorized an annual increase of \$500 effective January 1, 2014. The Conservation Commission authorized a 2 percent cost of living adjustment to most employees with 18 or more months of service in July 2012; but then also authorized another 2 percent increase effective July 1, 2013, and an anniversary hire date increase of 2 percent during fiscal year 2013, and another anniversary hire date raise of 2 percent in fiscal year 2014. The MDC also provided a total of \$54,036 in increases to 2 deputy directors and 4 division chiefs (who also received the annual and anniversary increases), and gave the department director (who did not receive the other increases) salary increases totaling \$20,004 (a nearly 17 percent increase).
Conflicts of Interest	Two commissioners did not report serving as board members of not-for-profit organizations on their financial disclosure statements, as required by state law. The MDC contracts with both not-for-profit organizations.
Elk Restoration Update	As reported in our prior audit, the MDC did not prepare a complete and accurate estimate of costs to reintroduce elk in the state. The approved project budget anticipated spending \$411,000 to bring 150 elk into Missouri, but as of June 30, 2011, the MDC had spent \$1,230,000 to reintroduce elk. Two years later, excluding salaried personnel costs, the MDC has now spent \$3,381,615 (including \$1,424,186 from federal grants and private donations) to release 129 elk.

In the areas audited, the overall performance of this entity was **Good**.*

*The rating(s) cover only audited areas and do not reflect an opinion on the overall operation of the entity. Within that context, the rating scale indicates the following:

- Excellent:** The audit results indicate this entity is very well managed. The report contains no findings. In addition, if applicable, prior recommendations have been implemented.
- Good:** The audit results indicate this entity is well managed. The report contains few findings, and the entity has indicated most or all recommendations have already been, or will be, implemented. In addition, if applicable, many of the prior recommendations have been implemented.
- Fair:** The audit results indicate this entity needs to improve operations in several areas. The report contains several findings, or one or more findings that require management's immediate attention, and/or the entity has indicated several recommendations will not be implemented. In addition, if applicable, several prior recommendations have not been implemented.
- Poor:** The audit results indicate this entity needs to significantly improve operations. The report contains numerous findings that require management's immediate attention, and/or the entity has indicated most recommendations will not be implemented. In addition, if applicable, most prior recommendations have not been implemented.

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